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*for the* INTERNATIONAL BROTHERHOOD OF TEAMSTERS  
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Hon. Timothy S. Hillman  
*Election Supervisor*

NOTICE TO EMPLOYERS OF MEMBERS OF THE INTERNATIONAL  
BROTHERHOOD TEAMSTERS CONCERNING THE 2025-2026 ELECTION OF  
IBT CONVENTION DELEGATES AND INTERNATIONAL OFFICERS

July 23, 2025

Dear IBT Employer,

The 2025-2026 IBT election of International Union Delegates and Officer (the “Election”) is underway. The Election will be conducted and monitored by this office, the Office of the Election Supervisor, which is an independent entity created by a Final Court Order in the case of *United States v. IBT*, No. 88-cv-4486 (LAP) (S.D.N.Y. 1988). Since 1991, the Office of the Election Supervisor has supervised every International Union Delegate and Officer election. Our responsibilities include the development and maintenance of a free, open, and democratic election process, and the elimination of corruption from the IBT. *See United States v. IBT*, No. 88-cv-4486 (LAP) (S.D.N.Y. 1988). Elections for convention delegate will occur at IBT local unions from now through the end of April 2026. Balloting for the International Officer Election is scheduled to be completed in November 2026.

In furtherance of our objective, under Article VII, §12(e) of the Election Rules (the “Parking Lot Access Rule”), IBT members have the right to distribute campaign literature and solicit support for delegate candidates and International Officer candidates in any parking lot IBT members use to park their vehicles in connection with their employment. The rights set forth under the Parking Lot Access Rule are presumptive notwithstanding any employer rule or policy to the contrary. Election information, including the Election Rules and the court order issued by the United States District Court for the Southern District of New York (the “Federal Court”) approving the Parking Lot Access Rule (the “Court Order”), are available at [www.ibtvote.org](http://www.ibtvote.org).

The Federal Court has approved and ordered the parking lot access rule in each of the supervised IBT International Officer Elections since 1991. On July 17, 2025, the Federal Court again approved and ordered the Parking Lot Access Rule for this Election. *See* the Court Order, attached hereto. In issuing the Court Order, the Federal Court found that the opportunity to campaign in parking lots was necessary to have a fair, free and democratic election, and to promote the objectives of the court-ordered Consent Decree and Final Order in *United States v. IBT*, 88 Civ. 4486 (S.D.N.Y.). The Federal Court has ruled that employers must comply with the Parking Lot Access Rule.

July 23, 2025

**We send this correspondence to notify you of the Court Order and ask for your compliance with the Parking Lot Access Rule.** Many employers are aware of this rule from past IBT International Officer Elections. The scope of the Parking Lot Access Rule in this Election is the same as past IBT International Officer Elections. Please note that the Parking Lot Access Rule is limited in scope. For example, it allows access only in connection with campaign for the 2025-2026 International Union Delegates and International Officers Election. Employers are permitted to ask for identification from individuals who seek to campaign in a parking lot under the Parking Lot Access Rule. The Parking Lot Access Rule does not give access to any part of the premises other than the employee parking lot and does not extend to campaigning that would materially interfere with the normal business activities of the employer. An employer that believes it has a substantial reason to deny access may apply to the Election Supervisor for relief. *See* Election Rules, Article VII, §12(e).

**Please contact the Parking Lot Access Coordinator, Joe Childers (859-351-7496, [jchilders@ibtvote.org](mailto:jchilders@ibtvote.org)), or the Election Supervisor's Office for help in promptly resolving any issues of parking lot access.**

We thank you for your anticipated cooperation on this matter. If you have any questions, please contact the Office of the Election Supervisor.



Timothy S. Hillman  
Election Supervisor

**UNITED STATES DISTRICT COURT  
SOUTHERN DISTRICT OF NEW YORK**

UNITED STATES OF AMERICA,

Plaintiff,

v.

INTERNATIONAL BROTHERHOOD OF  
TEAMSTERS, *et al.*,

Defendants.

88 Civ. 4486 (LAP)

**~~PROPOSED~~ ORDER**

LORETTA A. PRESKA, Senior United States District Judge:

The Court is in receipt of the parties' joint motion seeking an order approving a limited parking lot access rule for the 2025-2026 International Board of Teamsters International Union and Delegate Officer Election (the "2026 IBT Election"), pursuant to the All Writs Act. (*See* Dkt. No. 4630.) The proposed limited parking lot access rule is set forth in paragraph 11 of the accompanying declaration of Timothy S. Hillman, independent election supervisor ("Election Supervisor") for the 2026 IBT Election. (*See* Dkt. No. 4632.) Having considered the arguments made in the parties' supporting memorandum of law and the text of the proposed rule set forth in the declaration of the Election Supervisor, the Court grants the motion and approves the limited parking lot access rule.

**SO ORDERED.**

Dated: New York, New York  
July 17, 2025

  
LORETTA A. PRESKA  
SENIOR U.S. DISTRICT JUDGE